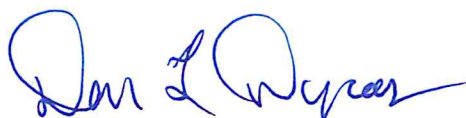


BOE Self-Evaluation for 2018, Conducted March 5, 2019

The board decided to use the same approach for the 2018 self-evaluation used the previous year. This was an abbreviated approach compared to the original GSBA self-evaluation form. This meant that the board chair briefly discussed ratings and comments with each Board member, consolidated their ratings and comments into the attached Excel and Word documents, then provided these to board members for review on February 21, 2019. The ratings and comments were approved by consent during the March 5, 2019, Board Meeting. This approach was used because the board was once again completing requirements to be recognized by GSBA as an Exemplary Board and part of that process was to complete the lengthy GSBA governance evaluation form.

A handwritten signature in blue ink, appearing to read "Dan L. Wyras". The signature is fluid and cursive, with a long horizontal stroke at the end.

March 5, 2019

2018 ANNUAL SUMMATIVE REPORT DISCUSSED BY BOARD February 28, 2019

I. Board/Supt. Relations

	1	2	3	4	5	6	Ave
Dycus	5	5	5	5	5	5	5.0
Gibson	5	5	5	5	5	5	5.0
Hunt	5	5	5	5	5	5	5.0
Moeller	5	5	5	5	5	5	5.0
Sims	5	5	5	5	5	5	5.0
	5.0	5.0	5.0	5.0	5.0	5.0	5.0

II. Board Meetings

	1	2	3	4	5	Ave
Dycus	5	5	5	5	5	5.0
Gibson	5	5	5	5	5	5.0
Hunt	5	5	5	5	5	5.0
Moeller	5	5	5	5	5	5.0
Sims	5	5	5	5	5	5.0
	5.0	5.0	5.0	5.0	5.0	5.0

III. Board Community Relations

	1	2	3	4	5	6	Ave
Dycus	5	5	5	5	5	5	5.0
Gibson	5	5	5	5	5	5	5.0
Hunt	5	5	5	5	5	5	5.0
Moeller	5	5	5	5	5	5	5.0
Sims	5	5	5	5	5	5	5.0
	5.0	5.0	5.0	5.0	5.0	5.0	5.0

IV. Board Qualities

	1	2	3	4	5	6	Ave
Dycus	5	5	5	5	5	5	5.0
Gibson	5	5	5	5	5	5	5.0
Hunt	5	5	5	5	5	5	5.0
Moeller	5	5	5	5	5	5	5.0
Sims	5	5	5	5	5	5	5.0
	5.0	5.0	5.0	5.0	5.0	5.0	5.0

V. Personnel Relations

	1	2	3	4	5	6	Ave
Dycus	5	5	5	4	5	5	4.8
Gibson	5	5	5	5	5	5	5.0
Hunt	5	5	5	5	5	5	5.0
Moeller	5	5	5	5	5	5	5.0
Sims	5	5	5	5	5	5	5.0
	5.0	5.0	5.0	4.8	5.0	5.0	5.0

VI. Board/Instr. Prog. Relations

	1	2	3	4	5	6	Ave
Dycus	5	5	5	5	5	4	4.8
Gibson	5	5	5	5	5	5	5.0
Hunt	5	5	5	5	5	5	5.0
Moeller	5	5	5	5	5	5	5.0
Sims	5	5	5	5	5	5	5.0
	5.0	5.0	5.0	5.0	5.0	4.8	5.0

VII. Financial Management

	1	2	3	4	5	6	Ave
Dycus	5	5	5	5	5	5	5.0
Gibson	5	5	5	5	5	5	5.0
Hunt	5	5	5	5	5	5	5.0
Moeller	5	5	5	5	5	5	5.0
Sims	5	5	5	5	5	5	5.0
	5.0	5.0	5.0	5.0	5.0	5.0	5.0

VIII. Bd. Inservice

	1	2	3	Ave
Dycus	5	5	4	4.7
Gibson	5	5	5	5.0
Hunt	5	5	5	5.0
Moeller	5	5	5	5.0
Sims	5	5	5	5.0
	5.0	5.0	4.8	4.9

IX. Policy Development

	1	2	3	4	5	Ave
Dycus	5	5	5	5	5	5.0
Gibson	5	5	5	5	5	5.0
Hunt	5	5	5	5	5	5.0
Moeller	5	5	5	5	5	5.0
Sims	5	5	5	5	5	5.0
	5.0	5.0	5.0	5.0	5.0	5.0

X. Goal Setting/Planning

	1	2	3	4	5	Ave
Dycus	5	5	5	5	5	5.0
Gibson	5	5	5	5	5	5.0
Hunt	5	5	5	5	5	5.0
Moeller	5	5	5	5	5	5.0
Sims	5	5	5	5	5	5.0
	5.0	5.0	5.0	5.0	5.0	5.0

XI. Media Relations

	1	2	3	4	Ave
Dycus	5	5	5	5	5.0
Gibson	5	5	5	5	5.0
Hunt	5	5	5	5	5.0
Moeller	5	5	5	5	5.0
Sims	5	5	5	5	5.0
	5.0	5.0	5.0	5.0	5.0

Overall **5**

BOE Self-Evaluation for 2018 (Discussed February 28, 2019)
BOE Member Comments Associated with Each Board "Function "

I. Board/Superintendent Relations

The board knows and has been well trained on the authority that a school board has in relation to the superintendent. As a result, board members have an exceptional relationship with the superintendent based on mutual respect and recognition of respective duties.

The board does a great job directing communications to the superintendent; the superintendent responds quickly and appropriately and keeps the board informed of outcomes. Also, the superintendent handles affairs and informs all board members of difficult situations.

One of the most significant accomplishments in 2018 was that the board was finally able to improve the compensation package provided to the superintendent to a level commensurate with the superintendent's experience and excellent performance

II. Board Meetings

Board meeting are conducted in an efficient and effective manor with an established public participation policy that offers flexibility to the public in the ways they can sign-in to address the board at the specified time.

Board members come to meetings well prepared and actively participate in discussion of agenda items.

Board members respect the opinions of one other. The general climate is comfortable and encourages open discussion and debate on the issues that face the system.

All board members maintain a high degree of integrity and adhere to a strict code of ethics.

III. Board/Community Relations

The board does a good job operating as a whole board and not individuals. The board speaks with one voice and allows the chairman and/or superintendent to speak for the board when needed.

The board and superintendent have fine-tuned public meetings and listening sessions to actively seek input from the public. These have proven very effective in setting school system goals and strategies to achieve those goals.

Communication with the public and citizens groups is critical to the success of the school system. Fortunately, the superintendent and communication specialist have developed an excellent communication plan using various tools to keep these groups informed. Also, the superintendent fills numerous leadership roles in several community organizations.

The board entrusts the superintendent with responsibility of representing the school system in needed dialogue with governmental officials. This had proven a very effective approach preferred by all involved.

IV. Board Qualities

All members of the board serve for the right reason – the students – and none has a personal agenda. All votes are taken from the perspective of the entire school system (county-wide) rather than each board member prioritizing schools in his/her district.

Each board member maintains annual training requirements, attends school functions, and visits schools regularly.

A major strength of the BOE is to base all decisions on what's best for our students. This fundamental premise makes for more quick, clear-cut, and proper decisions.

V. Personnel Relations

CCPS policies regarding personnel including job descriptions are easily available and reviewed/updated as needed. The board is provided personnel reports for review prior to monthly board meeting.

Professional Development and Growth are keys to a successful educator. Opportunities are provided to staff for external training and bench marking for best practices as finances allow. In addition, the superintendent and central office staff have done an excellent job of developing in-house professional development and growth opportunities such as the Instructional Fair and the Rising Stars program.

Staffing levels have improved but our student-teacher ratios are still higher than desired in many classes.

The school system and community are fortunate that so many staff members are willing to give so much of themselves in leading extracurricular activities given that supplements for many activities are quite small given time requirements. Fortunately, the board was able to provide an increase in supplements in 2018 for the first time in many years with hopes of further increases in the future.

The superintendent's pulse check is used to gather input from all school system personnel.

VI. Board/Instructional Programs Relations

The board and superintendent, with input from the community, have developed a strategic plan which clearly sets goals including those focused on instruction. Central Office curriculum specialists as well as staff at each school essentially maintain a continuous review of any new curricula and/or best practices with potential for improving our school system.

The board is kept abreast of these activities as appropriate at monthly meetings and provided the opportunity for approval as changes are recommended by staff.

As a result, this board has a solid grasp of the instructional goals for Catoosa County Schools.

VII. Financial Management

The board's approach to financial management is the same as all other board functions – the basis is what's best for students. In this case that standard has to be qualified with the caveat "given the resources available." With that focus the board has often made decisions that were unpopular with the general population, such as raising taxes when state budget resources were dramatically reduced but were necessary to maintain funding for programs for students. Fortunately, there has been an economical recovery in recent years and state funding has increased. This has allowed the board to reduce the milage rate the last two years and still provide programs for students as well as improved compensation for staff.

CFO does a great job providing the Board with understandable budget documents which help keep the Board informed as well as enabling sound decision making with appropriate priorities.

The superintendent and staff do an excellent job managing the school system's finances and providing understandable monthly updates to the Board.

The annual budget cycle occurs over several months with updates occurring in board meetings open to the public and the media. This helps prevent surprises and helps insure that the public has opportunity for input in the process

VIII. Board In-service

Board members attend the GSBA annual conference and maintain all annual training requirements. Beyond that, the board has been recognized as an Exemplary Board by GSBA which means all board members go above and beyond the required amount of annual training hours and evaluation by external reviewers.

The board is provided literature from GSBA, NSBA, and from the superintendent and staff to enable board members to keep informed on educational issues.

IX. Policy Development

Policies are reviewed locally and by GSBA.

Board follows best practices in developing, approving, and implementing policies.

Maintaining a local attorney to assist with policy and legal matters has proven itself to be very valuable.

X. Goal Setting

Our Board does an excellent job encouraging public participation and keeping the public informed when needed.

A major strength of CCPS is its Strategic Planning process (current and past). Extensive efforts go into including the community and staff in identifying priorities and selecting the best path forward to achieve those priorities. Appropriate indicators are always selected so progress can be tracked and adjustments made as necessary.

Entire school system is very successful in Goal Setting and Planning due to this very deliberate, well informed strategic planning process (lead by the Superintendent).

XI. Media Relations

Superintendent hosts a local TV talk show to share information about our School System and introduces principals, teachers and other staff members to the public.

Board does a good job using the system resources.

The superintendent and communication specialist have excellent skills and recognize that open and frequent communication are critical for the community to maintain confidence in their local schools and school system leaders. The communication specialist has developed strong, trusted relationships with the media and that is a major asset. Excellent communication avenues are in place to keep our media sources up-to-date on important issues.

Strengths (provided by various board members):

The strength of the CCPS's Board is in its relationships. All opinions are respected. From the superintendent, individual board members, faculty, and the community; everyone has a voice and is encouraged to provide input. I believe this Board has earned the trust of the community because of its ability to have honest and fair discussions and listen / respect all opinions.

The strengths of our board are many. Each board member performs his/her duties in a professional manner. Each board member maintains annual training requirements and attends one or more annual GSBA training conferences. No board member has a personal agenda; each one wants the best for our students and employees. The board is open to input from each person who has an interest in our system. We strive to provide the best education possible for our students.

Excellent relationships with one another and with Superintendent. All Board members have common focus and approach for decisions based on what's best for kids.

Weaknesses: None listed.